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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

PEMBINAAN PROFESIONALISME GURU MELALUI PENGEMBANGAN BUDAYA ORGANISASI SEKOLAH PADA SMP NEGERI 2 DARUL HIKMAH KABUPATEN ACEH JAYA

ABSTRACT

PEMBINAAN PROFESIONALISME GURU MELALUI PENGEMBANGAN BUDAYA ORGANISASI SEKOLAH PADA SMP NEGERI 2 DARUL HIKMAH KABUPATEN ACEH JAYA

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Komisi Pembimbing

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ABSTRAK

Budaya organisasi sekolah merupakan salah satu faktor yang mempengaruhi sistem manajemen sekolah dalam upaya meningkatkan kinerja guru. Tujuan penelitian ini adalah untuk menganalisis pengembangan profesionalisme guru melalui budaya organisasi sekolah SMP Negeri 2 Darul Hikmah. Penelitian ini menggunakan metode deskriptif dengan pendekatan kualitatif. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan studi dokumentasi. Subjek penelitian adalah kepala sekolah, dewan guru, dan pegawai administrasi sekolah. Lokasi penelitian adalah SMP Negeri 2 Darul Hikmah. Hasil penelitian menunjukkan bahwa (1) Kepala sekolah SMP Negeri 2 Darul Hikmah menyusun program pengembangan budaya organisasi sekolah pada awal mulainya masuk sekolah dan melakukan rapat kepala sekolah, dewan guru dan staf dalam usaha penyusunan program budaya organisasi sekolah, (2) Program pengembangan budaya sekolah dapat dilaksanakan dengan baik oleh kepala sekolah dan dewan guru berupaya untuk meningkatkan kualitas peserta didik yang mengarah kepada pembentukan budaya organisasi sekolah yang kondusif, (3) Hambatan dalam pelaksanaan program pengembangan budaya organisasi sekolah sering kali terjadi kesalahpahaman pada anggotanya atau terjadinya pertentangan antara satu pihak dengan pihak lainnya dalam suatu organisasi karena adanya perbedaan tujuan.

Kata Kunci: Budaya organisasi, Kinerja Guru dan Prestasi Belajar Siswa

FOSTERING TEACHER PROFESSIONALISM BY DEVELOPING THE ORGANIZATIONAL CULTURE OF SCHOOL AT STATE JUNIOR HIGH SCHOOL (SMP NEGERI) 2 DARUL HIKMAH

ABSTRACT

(Muliadi)

Organizational culture of a school is one of the factors that affect the school management system in improving teacher performance. The objective of this research was to describe and to analyze the development of teacher professionalism through organizational culture of the school at State Junior High School (SMP Negeri) 2 Darul Hikmah. Descriptive method with qualitative approach was used in this research. The data were collected by means of observation, interview, and documentation. The research was conducted at State junior High School (SMP Negeri) 2 Darul Hikmah with the principal, teachers, and administrative staff as the research subjects. The results showed that (1) The principal of State Junior High School (SMP Negeri) 2 Darul Hikmah arranged a program to develop the organizational culture of the school at the beginning of academic year as well as facilitated a meeting related to the program with the teachers and administrative staff, (2) The program was well-conducted by the principal and the quality of the students was also improved by the teachers in order to create a conducive organizational culture of the school, (3) The obstacle that was frequently faced while implementing the program to develop the organizational culture of the school was misunderstanding and discord between the organization's members or parties that have different objectives.

Keyword: Organizational Culture, Teacher Performance, Student Achievement